

Fiscal Estimate — 2001 Session

- Original Updated
 Corrected Supplemental

LRB Number 01-1565/2	Amendment Number if Applicable
Bill Number AB 168	Administrative Rule Number

Subject

Expansion of definition of employment discrimination based on creed to include discriminating for refusing to engage in various medical procedures or acts

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.

- Increase Existing Appropriation Increase Existing Revenues
 Decrease Existing Appropriation Decrease Existing Revenues
 Create New Appropriation

- Increase Costs — May be possible to absorb within agency's budget.
 Yes No
 Decrease Costs

Local: No Local Government Costs

- | | | |
|--|---|--|
| 1. <input type="checkbox"/> Increase Costs
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 3. <input type="checkbox"/> Increase Revenues
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 5. Types of Local Governmental Units Affected:
<input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities
<input type="checkbox"/> Counties <input type="checkbox"/> Others _____
<input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts |
| 2. <input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 4. <input type="checkbox"/> Decrease Revenues
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | |

Fund Sources Affected

- GPR FED PRO PRS SEG SEG-S

Affected Chapter 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

This proposal would expand the definition of "creed" in the Fair Employment Act, subch. III, ch. 111, Stats., to prohibit discrimination based on a person's refusal to participate in various medical procedures or actions.

The Personnel Commission is one of two state agencies that are responsible for processing complaints of discrimination/retaliation under the Fair Employment Act. The Personnel Commission's authority is limited to reviewing complaints filed against the State of Wisconsin acting as an employer. Complaints against other employers as well as complaints arising from a refusal to "admit or license" are filed with the Equal Rights Division of the Department of Workforce and Development.

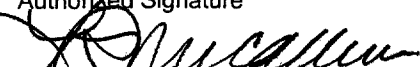
In 1998, 1999 and 2000, 31 of the 617 complaints filed with and processed by the Commission included claims of discrimination based on creed. Of those 31 cases, all but 2 also included claims of other forms of discrimination, such as age or sex. For purposes of this fiscal estimate, the Commission assumes that all 29 of those cases would have been filed even if there had no allegation of discrimination based on creed.

The Commission assumes there would be no more than 2 additional cases filed with the Commission annually due to the bill's proposed expansion of the scope of the prohibition against discrimination based on creed. Existing staff will be able to absorb this nominal estimated increase in caseload without additional expenditures. The Commission also assumes that the scope of the bill's protection is such that there is no overlap with those persons who would have filed a complaint with the Commission under the current version of the Fair Employment Act.

One time costs

Passage of this bill would require less than 10 hours of staff time for making changes to Personnel Commission's website and modifying existing materials relating to the Commission's authority.

Long-Range Fiscal Implications

Prepared By: Kurt M. Stege	Telephone No. (608)266-9570	Agency Personnel Commission
Authorized Signature 	Telephone No. 266-9571	Date (mm/dd/ccyy) 03/06/2001

Fiscal Estimate Worksheet — 2001 Session
 Detailed Estimate of Annual Fiscal Effect

Original Updated
 Corrected Supplemental

LRB Number 01-1565/2	Amendment Number if Applicable
Bill Number AB 168	Administrative Rule Number

Subject

Expansion of definition of employment discrimination based on creed to include discriminating for refusing to engage in various medical procedures or acts

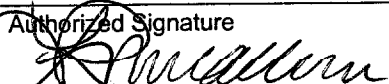
One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

0

Annualized Costs:	Annualized Fiscal Impact on State Funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations — Salaries and Fringes	\$	\$ -
(FTE Position Changes)	(0 FTE)	(- 0 FTE)
State Operations — Other Costs		-
Local Assistance		-
Aids to Individuals or Organizations		-
Total State Costs by Category	\$	\$ -
B. State Costs by Source of Funds		
GPR	\$	\$ -
FED		-
PRO/PRS		-
SEG/SEG-S		-
State Revenues <small>Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</small>	Increased Revenue	Decreased Revenue
GPR Taxes	\$	\$ -
GPR Earned		-
FED		-
PRO/PRS		-
SEG/SEG-S		-
Total State Revenues	\$	\$ -

Net Annualized Fiscal Impact

	State	Local
Net Change in Costs	\$ 0	\$ 0
Net Change in Revenues	\$ 0	\$ 0

Prepared By: Kurt M. Stege	Telephone No. (608)266-9570	Agency Personnel Commission
 Authorized Signature	Telephone No. 266-9571	Date (mm/dd/ccyy) 0306/2001